

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

Bob's Tire Co., Inc. and B.J.'s Service Company, Inc. (A Joint Employer)

Case 01-CA-285355

Around October 2021 United Food and Commercial Workers International Union, Local 328 (Charging Party or Union) filed a charge in case 01-CA-285355 against joint employers Bob's Tire Co., Inc. (Charged Party Bob's) and B.J.'s Service Company, Inc. (Charged Party B.J.'s) (together, Charged Parties).

Subject to the approval of the Regional Director for the National Labor Relations Board, Charged Party Bob's and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICE — After the Regional Director has approved this Agreement, the Regional Office will send a printable copy of the approved Notice to Charged Party Bob's in English and Spanish. A responsible official of Charged Party Bob's will then sign and date those Notices and immediately post them in locations where notices to employees are customarily posted. Charged Party Bob's will keep all Notices posted for 60 consecutive days after the initial posting.

TEXTING OF NOTICE — Charged Party Bob's will text a copy of the Notice in English and Spanish to the employees receiving backpay in Attachment B and to all employees for whom it has phone numbers who worked for Charged Party Bob's at any time since April 28, 2021. The message of the text message transmitted with the Notice will state: "We are distributing the Attached Notice to Employees to you pursuant to a Settlement Agreement approved by the Regional Director of Region 01 of the National Labor Relations Board in Case 01-CA-285355." To document its compliance with this requirement, Charged Party Bob's will e-file a screenshot of the text message and a list of the recipients' cell numbers.

READING OF NOTICE—Charged Party Bob's will hold a mandatory meeting(s) scheduled to ensure the widest possible attendance on each shift, at which (b) (6), (b) (7)(C) will read the Notice in English and a responsible supervisor or manager, or person designated by the Board, will read the Notice in Spanish, in the presence of a Board agent. The reading will take place at a time when Charged Party Bob's would customarily hold meetings and must be completed between the beginning of the posting period and prior to the completion of the 60-day Notice posting period. The date and time(s) of the reading must be approved by the Regional Director. The announcement of the meeting will be in the same manner Charged Party Bob's normally announces meetings and must be approved by the Regional Director.

MANDATORY TRAINING FOR SUPERVISORS AND MANAGERS — Charged Party Bob's will schedule with Region 1 of the NLRB one mandatory 45-minute training session to take place at its 55 Brook Street Facility, during the workday, on paid work time, and for all supervisors and managers. The training session will cover employee rights protected under the National Labor Relations Act and will include additional time for questions and answers. Charged Party Bob's will instruct supervisors and managers to attend the training session. The Region will conduct the training session(s) at an agreed upon date and time, either in person or via a videoconference platform, at the Regional Director's discretion. Should the parties fail to agree upon a training date and/or time, the Regional Director shall have sole discretion to select the date and time for the training session. Charged Party Bob's will create an attendance list including the names of all supervisors and managers in attendance at the mandatory training and will provide a copy of the attendance document to the Regional Director within 14 days from the day of the training session(s).

Initials: _____ (b) (6), (b) (7)(C)

BACKPAY — Charged Party Bob's agrees to pay the make-whole remedy to the employees named in Attachment A to this agreement, by payment to each of them of the amount opposite each name. Payments will be made in connection with the payments made under the Compliance Agreement in 01-CA-183476 and according to the schedule set forth in Attachment B. If the Regional Director is unable to locate any individual entitled to make-whole relief within one year of receipt of the final payments under this Agreement, the Regional Director will have sole discretion to redistribute the amounts owed to those individuals to other discriminatees, provided no individual receives more than 100% of the backpay or other remedial monies they are owed, as directed in the NLRB Compliance Manual.

FINANCIAL GUARANTEE — In order to ensure full payment under the installment payment agreement set forth in Attachment B, by no later than April 1, 2023, Charged Party Bob's will obtain a financial instrument as security for the initial amount of \$999,908. This instrument can take the form of either a surety bond or a letter of credit. The chosen instrument must be maintained at all times during the life of this Agreement and if it expires during the life of the Agreement, Charged Party Bob's shall renew it or obtain a new instrument to cover the total amount of backpay less any amounts paid. Any changes to the instrument must be provided to the Region. Failure of Charged Party Bob's to maintain the chosen instrument to cover its liability under this Agreement at any time will constitute a breach of and default on this Agreement. Charged Party Bob's agrees that the amounts due under this Settlement Agreement constitute a debt to the United States collectable under the Federal Debt Collections Procedures Act, 28 USC 3001, and that a judgment may be entered in the appropriate United States District Court upon Charged Party Bob's failure timely to make the payments listed in Attachment B.

COMPLIANCE WITH NOTICE — Charged Party Bob's will comply with all the terms and provisions of said Notice.

SCOPE OF THE AGREEMENT — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between Charged Party Bob's and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

PERFORMANCE — Performance by Charged Party Bob's with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by Charged Party Bob's of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

DEFAULT — Around February 2023, Charged Party Bob's entered into a Default Agreement, which details the steps the National Labor Relations Board will take in the case of non-compliance with any of the terms of this

Initials: _____

(b) (6), (C)

Settlement Agreement. The terms of the Default Agreement are hereby incorporated into this Settlement Agreement.

NOTIFICATION OF COMPLIANCE — Charged Party Bob's will notify the Regional Director in writing what steps it has taken to comply with the Agreement. This notification shall be given within 14 days, and again at required intervals thereafter, from the date Charged Party Bob's is notified of the approval of this Agreement. If the Charging Party does not enter into this Agreement, Charged Party Bob's will give notification within 14 days from the date Charged Party Bob's is notified that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case provided that Charged Party Bob's complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party Bob's BOB'S TIRE COMPANY, INC.		Charging Party United Food and Commercial Workers International Union, Local 328	
By:	Name and Title	Date	By: Name and Title Date
/s/	(b) (6), (b) (7)(C)	2/6/2023	/s/ Marc Gursky 2/20/2023
Print Name and Title below		Print Name and Title below	
(b) (6), (b) (7)(C)		Marc Gursky, Union Attorney	
Recommended By:		Date	Approved By: Date
/s/ Meredith Garry		2/23/2023	/s/ Laura A. Sacks 2/24/2023
MEREDITH GARRY Field Attorney		LAURA A. SACKS Regional Director, Region 1	

Initials: _____ (b) (6), (b) (7)(C)

(To be printed and posted on official Board notice form)

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose a representative to bargain with us on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities

WE WILL NOT do anything to prevent you from exercising the above rights.

YOU HAVE THE RIGHT to engage in protected activities with your fellow employees and others that concern your wages, hours, and working conditions and **WE WILL NOT** do anything to interfere with your exercise of that right.

WE WILL NOT discharge or otherwise discriminate against you for engaging in activity with your coworkers to improve your wages and working conditions, including activity on behalf of the United Food and Commercial Workers Union, Local 328 (the Union), or activity to protest the harassment, including sexual harassment, of your coworkers.

WE WILL NOT tell you that the Union is garbage, use profane language or gestures to insult you because of your union support, or tell you that the Union cannot do anything on your behalf.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL pay (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(the discriminatees) for the wages and benefits they lost because we unlawfully terminated them.

WE WILL remove from our personnel files all references to the terminations of the discriminatees; and **WE WILL** notify them in writing that this has been done and that the terminations will not be used against them in any way.

WE WILL have an agent of the National Labor Relations Board train our managers and supervisors about our employees' rights under the National Labor Relations Act.

BOB'S TIRE COMPANY, INC.

(Employer)

Dated: _____

By: _____
(Representative) (Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition,

Initials: _____ (b) (6), (b) (7)(C)

you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1- 844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

Thomas P. O'Neill, Jr. Federal Building, 10 Causeway St., Room 1002, Boston, MA 02222-
1001 Telephone: (617)565-6700 Hours of Operation: 8:30 a.m. to 5 p.m.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Regional office listed above.

Initials: _____

(b) (6), (c)

Attachment A

Employee	Backpay Due	Expenses	Excess Tax Liability	Interest calculated to 12/31/2022	Interest accumulated in 2023
(b) (6), (b) (7)(C)	\$ 11,731	\$ -	\$ 133	389	\$ 363
(b) (6), (b) (7)(C)	\$ 16,373	\$ -	\$ 177	\$ 499	\$ 505
(b) (6), (b) (7)(C)	\$ 21,601	\$ -	\$ 225	\$ 609	\$ 665
(b) (6), (b) (7)(C)	\$ 16,978	\$ -	\$ 182	\$ 509	\$ 524
(b) (6), (b) (7)(C)	\$ 20,950	\$ -	\$ 213	563	\$ 644
(b) (6), (b) (7)(C)	\$ 17,913	\$ -	\$ 181	\$ 477	\$ 551
(b) (6), (b) (7)(C)	\$ 24,437	\$ -	\$ 302	\$ 722	\$ 753
(b) (6), (b) (7)(C)	\$ 15,894	\$ -	\$ 196	\$ 467	\$ 490
(b) (6), (b) (7)(C)	\$ 13,685	\$ 400	\$ 148	\$ 405	\$ 434
(b) (6), (b) (7)(C)	\$ 12,464	\$ -	\$ 131	\$ 356	\$ 384
(b) (6), (b) (7)(C)	\$ 11,054	\$ -	\$ 124	\$ 358	\$ 342
(b) (6), (b) (7)(C)	\$ 6,749	\$ -	\$ 71	\$ 270	\$ 130
(b) (6), (b) (7)(C)	\$ 23,893	\$ -	\$ 299	\$ 721	\$ 737
(b) (6), (b) (7)(C)	\$ 13,819	\$ -	\$ 154	\$ 443	\$ 427
(b) (6), (b) (7)(C)	\$ 13,699	\$ -	\$ 149	\$ 423	\$ 423
(b) (6), (b) (7)(C)	\$ 21,064	\$ -	\$ 217	\$ 583	\$ 648
(b) (6), (b) (7)(C)	\$ 20,162	\$ -	\$ 209	\$ 567	\$ 620
(b) (6), (b) (7)(C)	\$ 11,614	\$ -	\$ 117	\$ 304	\$ 357
(b) (6), (b) (7)(C)	\$ 9,756	\$ -	\$ 100	\$ 267	\$ 300

Totals: \$ 303,836 backpay
 \$ 400 expenses
 \$ 3,328 ETL
 Interest to
 \$ 8,932 12/31/2022
 \$ 316,496 subtotal
 \$ 9,297 2023 interest
 \$ 325,793 overall total

Full Name	Backpay (withholdings)	Expenses, Excess Tax Liability, Interest (non- withholdings)	April 1, 2023 Payment (Non- withholdings)	April 1, 2023 Payment (withholdings)
(b) (6), (b) (7)(C)	\$ 20,950	\$ 1,420	\$ 1,420	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 1,010	\$ 588	\$ 588	\$ 1,010
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 26,245	\$ 4,253	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,663	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 16,343	\$ 3,619	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 29,085	\$ 4,531	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 22,523	\$ 3,943	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 28,223	\$ 11,604	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 211	\$ 133	\$ 133	\$ 211
(b) (6), (b) (7)(C)	\$ 58	\$ 38	\$ 38	\$ 58
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 127	\$ 76	\$ 76	\$ 127
(b) (6), (b) (7)(C)	\$ 880	\$ 513	\$ 513	\$ 880
(b) (6), (b) (7)(C)	\$ 6,111	\$ 2,927	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 20,535	\$ 3,907	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 18,329	\$ 3,729	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 6,031	\$ 3,342	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 8,094	\$ 4,045	\$ 1,750	\$ -

Full Name	Backpay (withholdings)	Expenses, Excess Tax Liability, Interest (non- withholdings)	April 1, 2023 Payment (Non- withholdings)	April 1, 2023 Payment (withholdings)
(b) (6), (b) (7)(C)	\$ 21,625	\$ 3,969	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 25,653	\$ 7,130	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 29,609	\$ 12,421	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 405	\$ 254	\$ 254	\$ 405
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 5,103	\$ 3,020	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 5,085	\$ 3,000	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 20,160	\$ 1,396	\$ 1,396	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 6,373	\$ 3,409	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 20,983	\$ 3,915	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 529	\$ 322	\$ 322	\$ 529
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,663	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,583	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 11,610	\$ 778	\$ 778	\$ -
(b) (6), (b) (7)(C)	\$ 2,249	\$ 1,329	\$ 1,329	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 18,465	\$ 3,778	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 243	\$ 133	\$ 133	\$ 243
(b) (6), (b) (7)(C)	\$ 2,469	\$ 1,462	\$ 1,462	\$ -
(b) (6), (b) (7)(C)	\$ 38,492	\$ 8,253	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 474	\$ 285	\$ 285	\$ 474
(b) (6), (b) (7)(C)	\$ 5,074	\$ 2,914	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 5,575	\$ 3,286	\$ 1,750	\$ -

Full Name	Backpay (withholdings)	Expenses, Excess Tax Liability, Interest (non- withholdings)	April 1, 2023 Payment (Non- withholdings)	April 1, 2023 Payment (withholdings)
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 965	\$ 569	\$ 569	\$ 965
(b) (6), (b) (7)(C)	\$ 4,629	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 29,593	\$ 12,402	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,645	\$ 2,754	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 11,395	\$ 3,225	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 336	\$ 209	\$ 209	\$ 336
(b) (6), (b) (7)(C)	\$ 21,060	\$ 1,448	\$ 1,448	\$ -
(b) (6), (b) (7)(C)	\$ 928	\$ 567	\$ 567	\$ 928
(b) (6), (b) (7)(C)	\$ 7,707	\$ 3,894	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 11,050	\$ 824	\$ 824	\$ -
(b) (6), (b) (7)(C)	\$ 9,760	\$ 667	\$ 667	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 37,031	\$ 11,110	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 3,409	\$ 2,013	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 4,613	\$ 2,734	\$ 1,750	\$ -
(b) (6), (b) (7)(C)	\$ 243	\$ 133	\$ 133	\$ 243
(b) (6), (b) (7)(C)	\$ 243	\$ 133	\$ 133	\$ 243

Subtotals

\$ 128,777 \$ 6,652

Payment Details

Individual payments for backpay should be made in one check and are subject to withholdings of FICA, Federal, and state taxes.

Individual payments for "non-withholdings" amounts should be made in a separate check for the full amounts listed

All checks should be sent to this address via a trackable shipping method (preferably UPS) by no later than the dates listed above

Meredith Garry, Esq.
NLRB Region 1
10 Causeway Street, Room 1002
Boston, MA 02222

Full Name	July 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (withholdings)	8 quarterly payments (withholdings) due on the 1st of 1/2024, 4/2024, 7/2024, 10/2024, 1/2025, 4/2025, 7/2025 and 10/2025
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 2,543
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 2,116	\$ 387	\$ 610	\$ 3,204
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 507
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,869	\$ -	\$ 610	\$ 1,967
(b) (6), (b) (7)(C)	\$ 2,116	\$ 665	\$ 610	\$ 3,559
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,116	\$ 77	\$ 610	\$ 2,739
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,116	\$ 7,738	\$ 610	\$ 3,452
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 1,177	\$ -	\$ 610	\$ 688
(b) (6), (b) (7)(C)	\$ 2,116	\$ 41	\$ 610	\$ 2,491
(b) (6), (b) (7)(C)	\$ 1,979	\$ -	\$ 610	\$ 2,215
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,592	\$ -	\$ 610	\$ 678
(b) (6), (b) (7)(C)	\$ 2,116	\$ 179	\$ 610	\$ 936

Full Name	July 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (withholdings)	8 quarterly payments (withholdings) due on the 1st of 1/2024, 4/2024, 7/2024, 10/2024, 1/2025, 4/2025, 7/2025 and 10/2025
(b) (6), (b) (7)(C)	\$ 2,116	\$ 103	\$ 610	\$ 2,627
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,116	\$ 3,264	\$ 610	\$ 3,130
(b) (6), (b) (7)(C)	\$ 2,116	\$ 8,555	\$ 610	\$ 3,625
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,270	\$ -	\$ 610	\$ 562
(b) (6), (b) (7)(C)	\$ 1,250	\$ -	\$ 610	\$ 559
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 2,444
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,659	\$ -	\$ 610	\$ 720
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,116	\$ 49	\$ 610	\$ 2,547
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 507
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 497
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 1,375
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ 610	\$ 205
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,028	\$ -	\$ 610	\$ 2,232
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ 610	\$ 232
(b) (6), (b) (7)(C)	\$ 2,116	\$ 4,387	\$ 610	\$ 4,735
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 1,164	\$ -	\$ 610	\$ 558
(b) (6), (b) (7)(C)	\$ 1,536	\$ -	\$ 610	\$ 621

Attachment B - Payment Plan for cases 01-CA-183476 and 01-CA-285355

Full Name	July 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (Non- withholdings)	October 1, 2023 Payment (withholdings)	8 quarterly payments (withholdings) due on the 1st of 1/2024, 4/2024, 7/2024, 10/2024, 1/2025, 4/2025, 7/2025 and 10/2025
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 502
(b) (6), (b) (7)(C)	\$ 2,116	\$ 8,536	\$ 610	\$ 3,623
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 1,004	\$ -	\$ 610	\$ 504
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 1,475	\$ -	\$ 610	\$ 1,348
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 2,556
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ 2,116	\$ 28	\$ 610	\$ 887
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 1,305
(b) (6), (b) (7)(C)		\$ -	\$ 610	\$ 1,144
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 2,116	\$ 7,244	\$ 610	\$ 4,553
(b) (6), (b) (7)(C)	\$ 263	\$ -	\$ 610	\$ 350
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ 984	\$ -	\$ 610	\$ 500
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -
(b) (6), (b) (7)(C)	\$ -	\$ -	\$ -	\$ -

Subtotals \$ 86,446 \$ 41,253 \$ 45,140 \$ 86,455

Payment Summary

April 1, 2023:

no withholdings \$ 128,777

withholdings \$ 6,652

total \$ 135,429

July 1, 2023 total \$ 86,446 no withholdings

October 1, 2023:

no withholdings \$ 41,253

withholdings \$ 45,140

total \$ 86,393

Remaining payments on 1st of
each quarter in 2024 and 2025 \$ 86,455 withholdings